

# **Exhibit H**

# Exhibit O

**AIPLA**

**2019**

Report of the Economic Survey

Prepared Under Direction of  
Law Practice Management Committee

**American Intellectual Property Law Association**  
1400 Crystal Drive, Suite 600  
Arlington, VA 22202

[www.aipla.org](http://www.aipla.org)

# **AIPLA**

American Intellectual Property Law Association

## **Report of the Economic Survey 2019**

**Prepared Under Direction of the  
American Intellectual Property Law Association  
Law Practice Management Committee**

**Frank L. Gerratana, Chair**

**September 2019**

**Prepared by:**

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## **AIPLA Law Practice Management 2019 Economic Survey Participants**

**We would like to thank those who helped put together and review  
this year's AIPLA Economic Survey:**

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**Arlene Neal:** Neal Bilbo, LLC – Vice Chair of LPM Committee

**Stephanie Sanders:** Kilpatrick Townsend & Stockton, LLP – Co-Chair of the Economic Survey Subcommittee

**Ariana Fleishman:** PiVerse, Inc. – Co-Chair of the Economic Survey Subcommittee

**DeAnn Smith:** Foley Hoag – Board Liaison

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**Ashraf Abdul-Mohsen:** ARI

**John Gorecki:** Anderson Gorecki, LLP

**Iasha Chaudhry:** Smart & Biggar

**Megan Kirkegaard:** ARI

**Ryan Dean:** Umberg Zipser, LLP

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## Average hourly billing rate in 2018 (Q37)

Private Firm, Equity Partner

|  |                        | Number of<br>Individuals | Mean<br>(Average) | 10th<br>Percentile<br>10% | First<br>Quartile<br>25% | Median<br>(Midpoint) | Third<br>Quartile<br>75% | 90th<br>Percentile<br>90% |
|--|------------------------|--------------------------|-------------------|---------------------------|--------------------------|----------------------|--------------------------|---------------------------|
| All Individuals  |                        | 302                      | \$521             | \$330                     | \$375                    | \$475                | \$650                    | \$796                     |
| Years of IP Law<br>Attorney<br>Experience  | 7-9                    | 9                        | \$356             | ISD                       | \$325                    | \$370                | \$390                    | ISD                       |
|  | 10-14                  | 40                       | \$438             | \$280                     | \$346                    | \$398                | \$500                    | \$668                     |
|  | 15-24                  | 119                      | \$505             | \$325                     | \$375                    | \$448                | \$650                    | \$750                     |
|  | 25-34                  | 86                       | \$552             | \$344                     | \$429                    | \$500                | \$665                    | \$833                     |
|  | 35 or More             | 45                       | \$613             | \$390                     | \$475                    | \$595                | \$713                    | \$916                     |
| Location   | Boston CMSA            | 13                       | \$747             | \$369                     | \$450                    | \$800                | \$1,015                  | \$1,080                   |
|  | NYC CMSA               | 22                       | \$559             | \$365                     | \$408                    | \$475                | \$699                    | \$964                     |
|  | Philadelphia CMSA      | 10                       | \$599             | \$433                     | \$486                    | \$560                | \$729                    | \$823                     |
|  | Washington, DC CMSA    | 43                       | \$590             | \$354                     | \$430                    | \$570                | \$700                    | \$850                     |
|  | Other East             | 10                       | \$462             | \$314                     | \$365                    | \$461                | \$513                    | \$691                     |
|  | Metro Southeast        | 12                       | \$418             | \$292                     | \$343                    | \$375                | \$421                    | \$746                     |
|  | Other Southeast        | 8                        | \$414             | ISD                       | \$354                    | \$375                | \$463                    | ISD                       |
|  | Chicago CMSA           | 20                       | \$537             | \$351                     | \$435                    | \$533                | \$644                    | \$734                     |
|  | Minne.-St. Paul PMSA   | 15                       | \$443             | \$290                     | \$330                    | \$420                | \$545                    | \$626                     |
|  | Other Central          | 62                       | \$421             | \$283                     | \$342                    | \$390                | \$500                    | \$646                     |
|  | Texas                  | 19                       | \$534             | \$400                     | \$406                    | \$460                | \$650                    | \$800                     |
|  | Los Angeles CMSA       | 13                       | \$586             | \$336                     | \$440                    | \$575                | \$675                    | \$978                     |
|  | San Francisco CMSA     | 14                       | \$665             | \$385                     | \$464                    | \$650                | \$826                    | \$1,023                   |
|  | Other West             | 41                       | \$496             | \$300                     | \$343                    | \$450                | \$623                    | \$769                     |
| IP Technical<br>Specialization<br>(>=50%)  | Biotechnology          | 13                       | \$610             | \$304                     | \$418                    | \$600                | \$818                    | \$990                     |
|  | Chemical               | 16                       | \$462             | \$265                     | \$374                    | \$465                | \$593                    | \$636                     |
|  | Computer Hardware      | 5                        | \$521             | ISD                       | \$313                    | \$395                | \$793                    | ISD                       |
|  | Computer Software      | 24                       | \$493             | \$313                     | \$380                    | \$483                | \$596                    | \$745                     |
|  | Electrical             | 27                       | \$586             | \$350                     | \$400                    | \$520                | \$670                    | \$1,010                   |
|  | Mechanical             | 63                       | \$480             | \$337                     | \$360                    | \$450                | \$570                    | \$700                     |
|  | Medical/ Health Care   | 18                       | \$537             | \$300                     | \$396                    | \$497                | \$650                    | \$743                     |
|  | Pharmaceutical         | 10                       | \$626             | \$405                     | \$465                    | \$600                | \$761                    | \$956                     |
| Age  | Other areas            | 3                        | \$450             | ISD                       | ISD                      | \$450                | ISD                      | ISD                       |
|  | 35-39                  | 14                       | \$451             | \$245                     | \$313                    | \$365                | \$655                    | \$708                     |
|  | 40-44                  | 36                       | \$446             | \$325                     | \$371                    | \$400                | \$556                    | \$665                     |
|  | 45-49                  | 46                       | \$502             | \$329                     | \$368                    | \$439                | \$600                    | \$822                     |
|  | 50-54                  | 64                       | \$510             | \$350                     | \$400                    | \$459                | \$636                    | \$750                     |
|  | 55-59                  | 65                       | \$550             | \$300                     | \$365                    | \$500                | \$675                    | \$958                     |
|  | 60 or Older            | 74                       | \$568             | \$350                     | \$445                    | \$530                | \$653                    | \$838                     |
| Gender   | Male                   | 257                      | \$525             | \$334                     | \$375                    | \$482                | \$650                    | \$785                     |
|  | Female                 | 42                       | \$486             | \$277                     | \$350                    | \$425                | \$631                    | \$814                     |
| Highest Non-Law<br>Degree  | Bachelor's Degree      | 212                      | \$516             | \$330                     | \$375                    | \$471                | \$650                    | \$785                     |
|  | Master's Degree        | 62                       | \$542             | \$333                     | \$400                    | \$500                | \$650                    | \$814                     |
|  | Doctorate Degree       | 24                       | \$520             | \$310                     | \$379                    | \$464                | \$669                    | \$880                     |
| Ethnicity  | White/Caucasian        | 262                      | \$520             | \$330                     | \$375                    | \$481                | \$650                    | \$796                     |
|  | Hispanic/Latino        | 4                        | \$624             | ISD                       | \$445                    | \$638                | \$789                    | ISD                       |
|  | Asian/Pacific Islander | 11                       | \$547             | \$315                     | \$400                    | \$500                | \$675                    | \$910                     |
|  | Blended                | 5                        | \$510             | ISD                       | \$325                    | \$450                | \$725                    | ISD                       |
|  | Other                  | 8                        | \$535             | ISD                       | \$338                    | \$450                | \$733                    | ISD                       |
| Full-time<br>Intellectual<br>Property lawyers<br>and agents in the<br>firm or<br>corporation | 1-2                    | 24                       | \$385             | \$275                     | \$303                    | \$350                | \$450                    | \$585                     |
|  | 3-5                    | 43                       | \$408             | \$257                     | \$350                    | \$400                | \$460                    | \$595                     |
|  | 6-10                   | 32                       | \$473             | \$340                     | \$364                    | \$448                | \$529                    | \$650                     |
|  | 11-25                  | 56                       | \$460             | \$340                     | \$376                    | \$428                | \$519                    | \$633                     |
|  | 26-50                  | 46                       | \$522             | \$329                     | \$390                    | \$500                | \$609                    | \$737                     |
|  | 51-100                 | 47                       | \$607             | \$350                     | \$430                    | \$577                | \$750                    | \$960                     |
|  | 101-150                | 24                       | \$686             | \$353                     | \$421                    | \$710                | \$938                    | \$1,023                   |
|  | More than 150          | 27                       | \$714             | \$524                     | \$650                    | \$700                | \$785                    | \$972                     |



## Average hourly billing rate in 2018 (Q37)

Private Firm, Partner-Track Attorney

|  |                      | Number of<br>Individuals | Mean<br>(Average) | 10th<br>Percentile<br>10% | First<br>Quartile<br>25% | Median<br>(Midpoint) | Third<br>Quartile<br>75% | 90th<br>Percentile<br>90% |
|--|----------------------|--------------------------|-------------------|---------------------------|--------------------------|----------------------|--------------------------|---------------------------|
| All Individuals  |                      | 99                       | \$387             | \$250                     | \$285                    | \$350                | \$438                    | \$600                     |
| Years of IP Law<br>Attorney<br>Experience  | Fewer than 5         | 20                       | \$309             | \$222                     | \$250                    | \$283                | \$325                    | \$575                     |
|  | 5-6                  | 21                       | \$406             | \$252                     | \$284                    | \$360                | \$458                    | \$719                     |
|  | 7-9                  | 22                       | \$364             | \$260                     | \$298                    | \$338                | \$435                    | \$509                     |
|  | 10-14                | 16                       | \$444             | \$280                     | \$320                    | \$426                | \$499                    | \$755                     |
|  | 15-24                | 18                       | \$405             | \$280                     | \$308                    | \$388                | \$456                    | \$621                     |
| Location   | Boston CMSA          | 4                        | \$671             | ISD                       | \$533                    | \$675                | \$806                    | ISD                       |
|  | Philadelphia CMSA    | 3                        | \$381             | ISD                       | ISD                      | \$414                | ISD                      | ISD                       |
|  | Washington, DC CMSA  | 16                       | \$436             | \$285                     | \$315                    | \$400                | \$516                    | \$669                     |
|  | Other East           | 5                        | \$312             | ISD                       | \$288                    | \$300                | \$343                    | ISD                       |
|  | Metro Southeast      | 6                        | \$422             | ISD                       | \$324                    | \$438                | \$503                    | ISD                       |
|  | Other Southeast      | 4                        | \$335             | ISD                       | \$233                    | \$336                | \$438                    | ISD                       |
|  | Chicago CMSA         | 5                        | \$378             | ISD                       | \$350                    | \$360                | \$415                    | ISD                       |
|  | Minne.-St. Paul PMSA | 9                        | \$297             | ISD                       | \$276                    | \$295                | \$313                    | ISD                       |
|  | Other Central        | 24                       | \$314             | \$245                     | \$251                    | \$284                | \$345                    | \$428                     |
|  | Texas                | 4                        | \$448             | ISD                       | \$310                    | \$345                | \$688                    | ISD                       |
|  | Other West           | 14                       | \$413             | \$243                     | \$269                    | \$427                | \$500                    | \$664                     |
| IP Technical<br>Specialization<br>(>=50%)  | Biotechnology        | 4                        | \$487             | ISD                       | \$381                    | \$418                | \$661                    | ISD                       |
|  | Chemical             | 6                        | \$318             | ISD                       | \$254                    | \$318                | \$379                    | ISD                       |
|  | Computer Software    | 20                       | \$431             | \$252                     | \$297                    | \$355                | \$564                    | \$745                     |
|  | Electrical           | 10                       | \$394             | \$253                     | \$295                    | \$415                | \$493                    | \$500                     |
|  | Mechanical           | 26                       | \$340             | \$247                     | \$280                    | \$310                | \$374                    | \$507                     |
|  | Pharmaceutical       | 3                        | \$572             | ISD                       | ISD                      | \$525                | ISD                      | ISD                       |
| Age  | Younger than 35      | 29                       | \$341             | \$250                     | \$265                    | \$300                | \$350                    | \$591                     |
|  | 35-39                | 29                       | \$389             | \$250                     | \$280                    | \$310                | \$468                    | \$735                     |
|  | 40-44                | 12                       | \$419             | \$226                     | \$346                    | \$418                | \$488                    | \$675                     |
|  | 45-49                | 13                       | \$381             | \$277                     | \$298                    | \$375                | \$433                    | \$563                     |
|  | 50-54                | 9                        | \$431             | ISD                       | \$360                    | \$414                | \$459                    | ISD                       |
|  | 55-59                | 5                        | \$416             | ISD                       | \$300                    | \$435                | \$523                    | ISD                       |
| Gender   | Male                 | 82                       | \$402             | \$252                     | \$290                    | \$360                | \$468                    | \$608                     |
|  | Female               | 16                       | \$319             | \$247                     | \$259                    | \$296                | \$325                    | \$486                     |
| Highest Non-Law<br>Degree  | Bachelor's Degree    | 65                       | \$395             | \$266                     | \$298                    | \$350                | \$458                    | \$595                     |
|  | Master's Degree      | 26                       | \$368             | \$247                     | \$275                    | \$305                | \$449                    | \$617                     |
|  | Doctorate Degree     | 8                        | \$387             | ISD                       | \$246                    | \$368                | \$437                    | ISD                       |
| Ethnicity  | White/Caucasian      | 85                       | \$386             | \$250                     | \$288                    | \$350                | \$438                    | \$595                     |
| Full-time<br>Intellectual<br>Property lawyers<br>and agents in the<br>firm or<br>corporation | 3-5                  | 4                        | \$298             | ISD                       | \$273                    | \$285                | \$335                    | ISD                       |
|  | 6-10                 | 7                        | \$347             | ISD                       | \$285                    | \$350                | \$400                    | ISD                       |
|  | 11-25                | 21                       | \$350             | \$259                     | \$285                    | \$324                | \$395                    | \$491                     |
|  | 26-50                | 25                       | \$376             | \$248                     | \$290                    | \$345                | \$470                    | \$508                     |
|  | 51-100               | 21                       | \$376             | \$224                     | \$273                    | \$350                | \$444                    | \$573                     |
|  | 101-150              | 11                       | \$392             | \$280                     | \$300                    | \$325                | \$505                    | \$707                     |
|  | More than 150        | 9                        | \$611             | ISD                       | \$467                    | \$600                | \$768                    | ISD                       |

## Total Costs: Litigation-Patent Infringement, All Varieties by Location

## Litigation-Patent Infringement, All Varieties &gt;\$25M Initial case management (000s) by Location (Q47Am)

|                       | Location |             |          |            |               |            |                  |                  |              |                       |               |       |           |           |            |
|-----------------------|----------|-------------|----------|------------|---------------|------------|------------------|------------------|--------------|-----------------------|---------------|-------|-----------|-----------|------------|
|                       | Total    | Boston CMSA | NYC CMSA | Phila CMSA | Wash, DC CMSA | Other East | Metro South-east | Other South-east | Chicago CMSA | Minne.- St. Paul PMSA | Other Central | Texas | L.A. CMSA | S.F. CMSA | Other West |
| Number of Respondents | 69       | 5           | 4        | 2          | 5             | 1          | 4                | 1                | 4            | 4                     | 8             | 6     | 11        | 3         | 11         |
| Mean (Average)        | \$378    | \$260       | \$90     | ISD        | \$220         | ISD        | \$994            | ISD              | \$605        | \$419                 | \$84          | \$382 | \$636     | \$450     | \$299      |
| 10th Percentile 10%   | \$50     | ISD         | ISD      | ISD        | ISD           | ISD        | ISD              | ISD              | ISD          | ISD                   | ISD           | ISD   | \$500     | ISD       | \$28       |
| First Quartile 25%    | \$123    | \$150       | \$14     | ISD        | \$175         | ISD        | \$94             | ISD              | \$105        | \$169                 | \$50          | \$123 | \$500     | ISD       | \$75       |
| Median (Midpoint)     | \$250    | \$250       | \$75     | ISD        | \$250         | ISD        | \$450            | ISD              | \$160        | \$263                 | \$63          | \$300 | \$500     | \$500     | \$250      |
| Third Quartile 75%    | \$500    | \$375       | \$181    | ISD        | \$250         | ISD        | \$2,438          | ISD              | \$1,550      | \$825                 | \$119         | \$625 | \$500     | ISD       | \$500      |
| 90th Percentile 90%   | \$750    | ISD         | ISD      | ISD        | ISD           | ISD        | ISD              | ISD              | ISD          | ISD                   | ISD           | ISD   | \$1,700   | ISD       | \$500      |

## Litigation-Patent Infringement, All Varieties &gt;\$25M Inclusive of discovery, motions, and claim construction (000s) by Location (Q47An)

|                       | Location |                |             |               |                  |               |                         |                         |                 |                             |                  |         |              |              |               |
|-----------------------|----------|----------------|-------------|---------------|------------------|---------------|-------------------------|-------------------------|-----------------|-----------------------------|------------------|---------|--------------|--------------|---------------|
|                       | Total    | Boston<br>CMSA | NYC<br>CMSA | Phila<br>CMSA | Wash, DC<br>CMSA | Other<br>East | Metro<br>South-<br>east | Other<br>South-<br>east | Chicago<br>CMSA | Minne.-<br>St. Paul<br>PMSA | Other<br>Central | Texas   | L.A.<br>CMSA | S.F.<br>CMSA | Other<br>West |
| Number of Respondents | 70       | 5              | 4           | 2             | 5                | 1             | 4                       | 1                       | 4               | 4                           | 8                | 6       | 11           | 4            | 11            |
| Mean (Average)        | \$3,043  | \$2,860        | \$1,213     | ISD           | \$2,930          | ISD           | \$1,850                 | ISD                     | \$3,750         | \$3,000                     | \$1,394          | \$1,798 | \$5,909      | \$4,000      | \$3,335       |
| 10th Percentile 10%   | \$500    | ISD            | ISD         | ISD           | ISD              | ISD           | ISD                     | ISD                     | ISD             | ISD                         | ISD              | ISD     | \$5,200      | ISD          | \$172         |
| First Quartile 25%    | \$1,000  | \$725          | \$513       | ISD           | \$825            | ISD           | \$800                   | ISD                     | \$1,750         | \$1,500                     | \$625            | \$760   | \$6,000      | \$2,000      | \$600         |
| Median (Midpoint)     | \$2,375  | \$1,500        | \$675       | ISD           | \$1,500          | ISD           | \$2,000                 | ISD                     | \$2,750         | \$3,250                     | \$1,375          | \$1,375 | \$6,000      | \$4,250      | \$2,500       |
| Third Quartile 75%    | \$6,000  | \$5,675        | \$2,450     | ISD           | \$5,750          | ISD           | \$2,750                 | ISD                     | \$6,750         | \$4,250                     | \$2,238          | \$2,750 | \$6,000      | \$5,750      | \$6,000       |
| 90th Percentile 90%   | \$6,000  | ISD            | ISD         | ISD           | ISD              | ISD           | ISD                     | ISD                     | ISD             | ISD                         | ISD              | ISD     | \$6,000      | ISD          | \$6,000       |

## Litigation-Patent Infringement, All Varieties &gt;\$25M Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (000s) by Location (Q47Ao)

|                       | Location |             |          |            |               |            |                  |                  |              |                       |               |         |           |           |            |
|-----------------------|----------|-------------|----------|------------|---------------|------------|------------------|------------------|--------------|-----------------------|---------------|---------|-----------|-----------|------------|
|                       |          | Boston CMSA | NYC CMSA | Phila CMSA | Wash, DC CMSA | Other East | Metro South-east | Other South-east | Chicago CMSA | Minne.- St. Paul PMSA | Other Central | Texas   | L.A. CMSA | S.F. CMSA | Other West |
| Number of Respondents | 72       | 5           | 4        | 2          | 5             | 1          | 4                | 1                | 4            | 5                     | 8             | 6       | 11        | 4         | 12         |
| Mean (Average)        | \$5,184  | \$5,500     | \$2,463  | ISD        | \$4,830       | ISD        | \$5,000          | ISD              | \$7,250      | \$3,740               | \$1,919       | \$3,508 | \$9,182   | \$4,750   | \$5,979    |
| 10th Percentile 10%   | \$930    | ISD         | ISD      | ISD        | ISD           | ISD        | ISD              | ISD              | ISD          | ISD                   | ISD           | ISD     | \$8,200   | ISD       | \$525      |
| First Quartile 25%    | \$2,000  | \$2,750     | \$638    | ISD        | \$1,475       | ISD        | \$3,000          | ISD              | \$1,750      | \$1,475               | \$875         | \$1,138 | \$9,000   | \$1,250   | \$3,125    |
| Median (Midpoint)     | \$4,000  | \$3,500     | \$1,750  | ISD        | \$4,200       | ISD        | \$3,500          | ISD              | \$4,000      | \$4,750               | \$1,750       | \$3,250 | \$9,000   | \$4,500   | \$7,100    |
| Third Quartile 75%    | \$9,000  | \$9,250     | \$5,000  | ISD        | \$8,500       | ISD        | \$8,500          | ISD              | \$16,000     | \$5,500               | \$3,175       | \$5,625 | \$9,000   | \$8,500   | \$9,000    |
| 90th Percentile 90%   | \$9,000  | ISD         | ISD      | ISD        | ISD           | ISD        | ISD              | ISD              | ISD          | ISD                   | ISD           | ISD     | \$11,400  | ISD       | \$9,700    |



# Total Costs: Litigation-Defending Claims of Patent Infringement by Non-Practicing Entity by Type of Practice

## Litigation-Defending Claims of Patent Infringement by Non-Practicing Entity >\$25M Initial case management (000s) by Type of Practice (Q47Cm)

|                       | Total | 1-3<br>Attorneys | 4-15<br>Attorneys | 16-59<br>Attorneys | 60 or more<br>Attorneys | All<br>Corporate |
|-----------------------|-------|------------------|-------------------|--------------------|-------------------------|------------------|
| Number of Respondents | 42    | 6                | 3                 | 6                  | 21                      | 5                |
| Mean (Average)        | \$242 | \$90             | \$145             | \$231              | \$313                   | \$164            |
| 10th Percentile 10%   | \$43  | ISD              | ISD               | ISD                | \$110                   | ISD              |
| First Quartile 25%    | \$99  | \$58             | ISD               | \$40               | \$200                   | \$35             |
| Median (Midpoint)     | \$200 | \$100            | \$95              | \$88               | \$400                   | \$150            |
| Third Quartile 75%    | \$400 | \$113            | ISD               | \$488              | \$400                   | \$300            |
| 90th Percentile 90%   | \$400 | ISD              | ISD               | ISD                | \$400                   | ISD              |

## Litigation-Defending Claims of Patent Infringement by Non-Practicing Entity >\$25M Inclusive of discovery, motions, and claim construction (000s) by Type of Practice (Q47Cn)

|                       | Total   | 1-3<br>Attorneys | 4-15<br>Attorneys | 16-59<br>Attorneys | 60 or more<br>Attorneys | All<br>Corporate |
|-----------------------|---------|------------------|-------------------|--------------------|-------------------------|------------------|
| Number of Respondents | 43      | 6                | 3                 | 6                  | 22                      | 5                |
| Mean (Average)        | \$2,064 | \$1,496          | \$340             | \$1,642            | \$2,720                 | \$1,215          |
| 10th Percentile 10%   | \$220   | ISD              | ISD               | ISD                | \$1,500                 | ISD              |
| First Quartile 25%    | \$1,000 | \$256            | ISD               | \$325              | \$2,375                 | \$288            |
| Median (Midpoint)     | \$2,500 | \$1,125          | \$180             | \$1,575            | \$3,000                 | \$1,000          |
| Third Quartile 75%    | \$3,000 | \$2,188          | ISD               | \$2,775            | \$3,000                 | \$2,250          |
| 90th Percentile 90%   | \$3,000 | ISD              | ISD               | ISD                | \$3,000                 | ISD              |

## Litigation-Defending Claims of Patent Infringement by Non-Practicing Entity >\$25M Inclusive of pre-trial, trial, post-trial, and appeal (when applicable) (000s) by Type of Practice (Q47Co)

|                       | Total   | 1-3<br>Attorneys | 4-15<br>Attorneys | 16-59<br>Attorneys | 60 or more<br>Attorneys | All<br>Corporate |
|-----------------------|---------|------------------|-------------------|--------------------|-------------------------|------------------|
| Number of Respondents | 44      | 6                | 3                 | 6                  | 22                      | 6                |
| Mean (Average)        | \$3,476 | \$2,575          | \$767             | \$2,308            | \$4,448                 | \$3,083          |
| 10th Percentile 10%   | \$650   | ISD              | ISD               | ISD                | \$1,295                 | ISD              |
| First Quartile 25%    | \$1,250 | \$650            | ISD               | \$575              | \$4,000                 | \$1,750          |
| Median (Midpoint)     | \$4,500 | \$1,625          | \$800             | \$1,625            | \$5,000                 | \$2,750          |
| Third Quartile 75%    | \$5,000 | \$5,250          | ISD               | \$3,475            | \$5,000                 | \$5,000          |
| 90th Percentile 90%   | \$5,000 | ISD              | ISD               | ISD                | \$5,000                 | ISD              |